ISPOR Competency Update

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Background

- The ISPOR IC raised the need to have a "Competency Assessment" Capability when recruiting new HEOR professionals. There are often gaps that the IC felt could be addressed within ISPOR. The first step is the development of a Competency Inventory.

- The initial targeted ISPOR populations are:
  - Students
  - New Grads seeking work
  - Young Professionals w/1-3 years of experience

- The IC need was recognized by the ISPOR Faculty Advisor Council (FAC) and the joined in a collaboration with the IC and ISPOR Staff.

- The FAC sees the opportunity to not only help define the competencies and their assessment but for them to be able to develop academic programs within their institutions.

Progress to Date

- May 2015 – December 2016: ISPOR IC identified the issue and produced a draft inventory of Competencies
- November 2016 – Faculty Advisor Council joined the effort (i.e., Dr. Dennis Raisch and Dr. Laura Pizzi)
- February-April 2017 – Faculty Advisory Council reviewed the IC Draft Inventory and helped revise and validate
  - Competency Titles and Descriptions
  - Techniques for Acquisition and Mastery
- Competency Core Team formed. Final review of Competencies and Techniques Titles and Descriptions (in Progress)
  - Jim Murray
  - Laura Pizzi (Faculty Advisor Council)
  - Ebere Onukwugha Faculty Advisor Council)
  - Pamela Blumberg (Institutional Council)
  - Moreno Perugini (Institutional Council)
  - Rebecca Corey (ISPOR Staff)
- Presentation to a joint session of the IC and FAC (today)

List of Competencies and Assigned Category

- **BUSINESS MANAGEMENT**
  - Business Acumen
  - *Pricing Reimbursement and Access (New)*
  - *Marketing and Market Research (New)*
  - Business Operations to include the Business Planning process
  - Project Management, Operations and Execution
  - Technical Assessment of vendors

- **CAREER TRACKS**
  - *Career development (New)*

- **COMMUNICATION AND INFLUENCE**
  - Scientific Medical Writing
  - Presentation Development and Delivery
  - Executive Communications
  - Communications and Influence
  - Team Communications

- **DRUG DEVELOPMENT**
  - *Bioethics and Human Subjects Rights and Protections (New)*
  - Clinical Trial Design and Implementation
  - Drug Development Expertise
  - Regulatory Activity and Review (e.g.., Briefing discussions and documents)

- **ECONOMIC METHODS**
  - Burden of illness analysis
  - Economic Analysis Alongside Clinical Trials
  - Health Economic Modeling
  - Health Technology Assessment Evidence Requirements and Development

- **HEALTH SYSTEM AND PAYER EXPERTISE**
  - Health Policy and External Environment Expertise
  - Health System Expertise (Regional and Affiliate level) at the payer level
  - Health System Knowledge
  - Program Evaluations
  - *Fundamental of Health Insurances - Design, Coverage and Pricing (New)*
  - Product Dossier (Global and Local)

- **OBSERVATIONAL METHODS**
  - Pragmatic Studies
  - Prospective and Retrospective Observational Studies
  - Retrospective Claims Database Studies

- **PE/OR METHODS**
  - Clinical and Medical Expertise to include Safety Monitoring and Adverse Event Detection
  - Epidemiology to include Pharmacoepidemiology Studies
  - Patient Registries to include Risk Evaluation Monitoring Studies
  - Pharmacovigilance Analyses
  - Qualitative Research
  - Systematic Literature Reviews

- **PROs AND PATIENT PREFERENCE METHODS**
  - Patient Reported Outcomes (PRO) Development to include psychometrics
  - Utility and Quality of Life Studies

- **STATISTICS & MODELING METHODS**
  - Decision Analysis
  - Meta-analysis and Indirect Comparisons
  - Statistics and Analytics

Techniques for Acquisition and Mastery

- The following have been identified as potential ways that the Competencies can be acquired and mastered by ISPOR members (Categories and Definitions needed):
  - **Fellowship**s (definition from the Faculty Council)
  - **Hands-on Experience** - TBD
  - **Interactive lectures, assignments, presentations, demos**. – TBD
  - **Internships** (Definition from the Faculty Council)
  - **Journal clubs** - TBD
  - **Leader Shadowing** - TBD
  - **Presentations with review and critique** - TBD
  - **Project work** - TBD
  - **Simulated business situations** – TBD
  - **Problem Solving exercises** - TBD
  - **Teaching experience** - TBD
  - **Teamwork and Team Exercises** – TBD

Potential Next Steps

- **2017 Goals**
  - Finalize Techniques with definitions and categories (e.g., didactic vs. experiential).
  - Analyze ISPOR Career Center job postings for any missing competencies.
  - Review existing university programs for comparison of skills listed within them against the current competency inventory for possible additions.
  - Review with ISPOR Leadership.
  - Survey ISPOR membership for validation and relevance of the Competency Inventory

- **Future**
  - Assess grouping relevant competencies into "Specialty Tracks" (e.g., PROs, Real World Evidence, etc.)
  - Identify the key topics within each Competency.

Questions?